



Padre Island National Seashore
SandDollar



Friday, September 17, 2004

Superintendent

I recently received a very interesting challenge through the employee suggestion box concerning the diversity of our work force here at PAIS. I want to answer some of the questions raised, and share with everyone my beliefs and practices in this regard.

Gender and cultural diversity is, and will continue to be, a consideration of every permanent position selection. Although there are many official directives and procedures promoting diversity that I take guidance from, that is not what motivates me. What motivates me is knowing that managing for diversity is the right thing to do. I believe that until such time as our work force represents or reflects the diversity of our society, it will be a disservice to all of us. How can we in public service be effective unless we are representative of the American public we serve?

I would like all of you to know and understand my commitment to having a diverse work force at Padre Island National Seashore is not only important, it is imperative to our collective success. The actions we are taking now, and will continue to take in the future as managers, supervisors, and selecting officials are consistent with this objective. I ask that we weigh our success in recruiting and hiring comprehensively, and not make conclusions based on any single position hiring. Please be assured that diversity hiring is taken seriously by me and the management team. If you have any remaining concerns with this or any other issue please make an appointment to speak with me or any division chief.

I appreciated receiving this comment, and encourage everyone to use the employee suggestion box in the future.

Stay safe!

Colin

Colin's schedule:

Monday, 9/20	– In the Park
Tuesday, 9/21	– Squad, In the Park
Wed., 9/22	– In the Park
Thurs., 9/23	– In the Park
Friday, 9/24	– In the Park

Safety Notes--

Let's continue to encourage each other to be safe.
Make it a safe day.

The following safety message was submitted by Jeanie Vivian:

Johns Hopkins has recently sent this out in their newsletters. This information is being circulated at Walter Reed Army Medical Center.

Dioxin can cause cancer, especially breast cancer. Don't freeze plastic water bottles with water in them as this releases dioxin from the plastic. Dr. Edward Fujimoto from Castle hospital was on a TV program explaining this health hazard. (He is the manager of the Wellness Program at the hospital). He was discussed dioxins and how bad they are for us. He stated that we should not heat our food in the microwave using plastic containers. Particularly to foods that contain a lot of fat. He said that the combination of fat, high heat, and plastics release dioxin into food and ultimately into the cells of the body. Dioxin are carcinogens and highly toxic to the cells of our bodies. Instead, he recommends using glass, Corning Ware, or ceramic containers for heating food. You get the same results, without the dioxin.

Foods, such as TV dinners, instant ramen and soups, etc., should be removed from the plastic container and heated in something else. Paper isn't bad, but it is often difficult to determine what is in the paper.

Remember when some of the fast food restaurants moved away from the foam containers to paper? The dioxin problem is one of the reasons. To add to this: Saran wrap placed over foods as they are nuked, with the high heat drips

poisonous toxins into the food as well, so the use of paper towels is recommended. Please pass this on to your family, friends, and those who are important in your life.

Employees Association News –

Have you been hankering for a 60% cotton/40% polyester pique polo? Well this is your lucky day! The Employees Association is considering purchasing Polo Shirts. The shirts will be white with the park name embroidered on the left breast. The association **will not** order shirts unless there is a **strong** interest from the Park Staff, so let Ruby, Glenda, or Dimitra know if you are interested by **Friday, September 24, 2004**. Thanks!

FROM InsideNPS:

John A. Deuley, Son-in-Law of Sherry and Bob La France was one of three Americans killed on August 29, 2004, in a terrorist attack in Kabul, Afghanistan. Sherry is the Administrative Officer at White Sands NM and Bob is retired from the NPS.

John is survived by his wife, Michelle of Van Buren, Arkansas and two sons Justin (4) and Jordan (2). Funeral services were held on September 6, 2004 at St. Michael's Catholic Church in Van Buren, Arkansas. John's ashes will be interred in a Memorial Service at Fort Sam Houston V.A. Cemetery in San Antonio, Texas, scheduled for 2 p.m. September 30, 2004. A college fund has been established for the children at Arvest Bank, 1930 Fayetteville Dr., Van Buren, AR 72957, Account No. 11857682. Cards of condolence can be sent to Michelle Deuley, P.O. Box 6306, Van Buren, AR 72956.

Local Service will be at 2 p.m. September 11, 2004 at St. Mary's Star of the Sea Catholic Church, Aransas Pass, Texas.

SUPER RAFFLE TICKETS that support the Association of National Park Rangers, ANPR, are available through Pat Donohue. The tickets are \$5 each. The raffle will be held at the 27th Ranger Rendezvous on Friday, Nov. 19, 2004, in Rapid City South Dakota. Ticket sales end NOV. 1. If you want to buy a lot let

me know ASAP so I can order more tickets. You do NOT need to be present to win. You will be notified by mail by Dec.15, 2004.

The prizes:

- 1st \$4000 "roll-your-own-trip" or \$2000 cash.
- 2nd \$2000 "roll-your-own-trip" or \$1000 cash.
- 3rd Bose Wave radio with CD player.
- 4th Tom Till's print, "Green River Overlook," signed and framed (16 x 20).
- 5th Marc Muench's print, "Mount Rushmore Overlook," signed and framed (12 x 16).

BLOOD DRIVES

The Coastal Bend Blood Center has asked that we hold only ONE blood drive out in the park per year. We will hold that annual PAIS BLOOD DRIVE in March each year. We are planning around the arrival of the turtle patrol/ Bio. Techs. to boost our number of participants. Please plan to attend this one in-park blood drive.

We are strongly encouraged to continue to donate at different dates and locations in town. (Better freebies in town!!) Check page two of the Local section of the Caller Times for dates, times and locations of blood drives. Remember we can continue to make our donations into the Padre Island National Seashore account. This account is available to any of our employees and their families, who may need blood at no cost to them.

Serious donors can join a new club or committee to be on call for emergency donations and when local blood supplies are low. If you are interested in participating in this program you can contact the Center at 855-4943.

As always, thank you one and all for your willingness to support the Coastal Bend Blood Center in Corpus Christi.

DONATE BLOOD - SAVE A LIFE

The park has received a thank you note from the Ronald McDonald House. They really appreciate the donation of the soda pull tabs.

Administration

Due to Hurricane Ivan, the National Finance Center in New Orleans which administers the Thrift Savings Plan has temporarily stopped processing loans, withdrawals and fund transfers. Officials stress that investors will not lose anything because of the delays. TSP officials say they expect the entire system will be operational "no later than" Monday. Due to the closure, the TSP Web Site is currently unavailable.

Attention Travelers: Fiscal Year-End Travel

Travelers are reminded that transportation tickets may not be purchased for travel commencing on or after October 1, 2004, until funding authority for FY 2005 is enacted. This restriction does not apply for travel involving no-year funds or multiple-year funds – since funding would already have been appropriated.

Please note that GSA contract city-pair tickets are generally issued 5 days prior to travel, while restricted fare tickets are issued (and charged) at the time travel reservations are made.

OPEN SEASON WEBSITE INFORMATION

When Will the FEGLI 2004 Open Season Website Be Available?

The website at www.fegli2004.opm.gov will be available no later than September 1, 2004.

What Will Be Included On That Website?

The following information will be on the FEGLI 2004 Open Season website:

For Employees

Enrollment Packet Materials include:

Letter from OPM Director Kay Coles James

Open Season Brochure (Federal and Postal versions)

Worksheet to Estimate Life Insurance Needs

Open Season Election Form (FE-2004)

Interactive Worksheet to Estimate Life Insurance Needs

FEGLI Calculator

50th Anniversary Edition of the FEGLI Program Booklet (Federal and Postal versions)

Frequently Asked Questions about the FEGLI 2004 Open Season

Open Season Election Form (FE-2004)

Script of the Open Season Video (Please note that the video itself will not be on the website)

On the new FLSA changes: At this point it doesn't appear that Federal employees are affected. According to DOI, the Department of Labor's new FLSA rules don't fully apply to federal employees. There may be minor

changes and OPM is working on text to disseminate to agencies. It will be passed along when it occurs.

Open season for health benefits will be November 8 - December 13.

UPCOMING TEL EVENTS:

4 new TEL courses:

Sep 22nd Position Management and Team Building

FYI - there are several courses in the developmental phase and possible dates:

Sep 22nd	Position Management
Sep 29th	Fall Protection
Sep 30th	An Emerging Leaders Consortium Module
Oct 21st	DOI Achieving Our Mission Through Management Excellence

Uniforms

If anyone has any concerns or comments regarding uniforms, please submit to Ruby by September 29, 2004.

NPS Recreation and Preservation Programs	09/13/2004	Monday	2:00-4:00
You Should Hear What They Are Missing: Hearing Loss Prevention Program (attendance is required for both days)	9/15/2004 9/16/2004	Wednesday Thursday	1:00-4:00 1:00-2:30
Preventing Hearing Loss - It Sounds Good To Me	09/16/2004	Thursday	3:00-4:30
Managing Performance	09/21/2004	Tuesday	10:00-12:00
Position Descriptions: What Every Supervisor Should Know	09/21/2004	Tuesday	2:00-4:00
Taking the Grief Out of Administrative Grievances	09/23/2004	Thursday	2:00-4:30
IDP Interpretive Media Development (Module 311)	09/28/2004	Tuesday	12:00-4:00
Working With NPS Agreements for Partnerships (Module 1): Tools for Effective Partnering	11/03/2004	Wednesday	12:00-4:00
Working With NPS Agreements for Partnerships (Module 2): Developing and Managing Agreements for Partnerships	11/04/2004	Thursday	12:00-4:00

Facility Management

Maintenance is still trying to find a major water leak that has been determined to be under the pavement between the south end of the campground parking area and the showers/bathrooms. We hope we can find it by the end of the week.

We will be cleaning debris from the excess roads leading to the beach and on the east side of the Malaquite VC ramp.

Luis would like to thank Administration, Superintendent and Ron Anderson from Anderson Consulting out of Tupelo, Mississippi for their time spent talking to the maintenance staff.

Maintenance Assistant Chris Middleton is taking leave and will be out for two or three weeks.

PSI did a core soil sample test for our new radio tower behind the chemical building and will sending it to LBJ for a contractor to bid on. They found out that there was older sand at 75 feet.

Interpretation

The Fall adopt-a-beach clean-up will be held on September 18. If you are interested in volunteering, please let Phil know. We need people to run the registration desk, food line, and to run to town to pick up the hamburgers.

Protection

Resources Management

Projects:

- Jeff McGovern, of the Southern Arizona Group, visited the park on Monday to discuss border impacts to cultural resources. The impacts include activity from illegal immigrants, drug trafficking, and trash.
- Region has ranked the CCI "Shoreline restoration through the Removal of Marine Debris" proposal 4th. The proposals are going to be sent to WASO for approval.

Oil & Gas:

- We are currently reviewing the EA for the Peach wells. Anyone interested in reviewing the EA please contact Arlene.

Division of Sea Turtle Science and Recovery

Donna will be on jury duty Monday September 20 and possibly longer.

Patrols to the Mansfield Channel are being conducted once per day and will continue through the end of September. Linda Morehead is patrolling on Sundays through Wednesdays and volunteers on Thursdays, Fridays, and Saturdays.

Division staff are working on a variety of projects in the office.